



Missouri Woman

Missouri women achieving their full potential

Fall/Winter 2000

A Woman's Freedom

Exercising the Right to Vote

It seems difficult to believe that women in the United States have only held the Constitutional right to vote for eighty years. It wasn't until 1920 that both houses of Congress granted women this privilege. And it happened only after a long-fought battle, which began publicly under the leadership of Lucretia Mott and Elizabeth Cady Stanton, who called a women's rights convention in 1848 in Seneca Falls, New York.

This convention called for equality for women in property rights, educational opportunities, and voting. And soon voting rights took precedent over the other issues.

Opponents of women having the right to vote believed that women were less intelligent than men, that husbands could represent their wives better than they could represent themselves, and that concern with politics would wreck home and family life.

These opponents had a strong effect on results. It took 72 years, between 1848 and 1920, to overcome the opposition and grant women the vote.

Women leaders in the early 1900's marched, picketed, went on hunger strikes, and even chained themselves to the White House fence to draw attention to their plight.

Interestingly, the tough women of the West were the first to gain equal voting rights. By 1920, Wyoming, Colorado, and Idaho were followed by 12 other western territories and states in granting women the vote. Perhaps they had seen women having to perform responsibilities and own and manage land in a way similar to men as the West had developed. It also has been said that to tame the rough and tough

towns of the West, they needed more voting citizens, and granting the vote to women was the logical answer.

In the East, only New Jersey was progressive, but repealed their voting rights for women's act before it became mandatory in 1920. And in the South, no states granted women the right to vote until the Constitutional amendment was passed in that same year.

The U.S. law was joined by Canada, Finland, Germany, Great Britain, and Sweden. China, France, India, Italy, and Japan followed, and in recent times only Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates, and Yemen had not granted women the right to vote, according to recent data.

Knowing how hard-fought and won our precious right to vote was for women helps to remind us how

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Letter from the Executive Director:

Because men have traditionally been the soldiers, statesmen, business leaders, and wage earners, over time they developed their gentlemen's code of honor and ethics. This code, often unspoken, provided the guidelines of behavior that made living together in a society smoother and easier.

Now that women have entered the workforce in huge numbers and are having to juggle numerous responsibilities at home and at work, we are having to set our priorities.

In the course of a number of years, I have observed women bringing their most excellent aspects of fine character which they practices in their homes into the workplace. And our own code of ethics and honor has emerged. Here it is:

The Working Women's Code of Ethics

- ❁ I will return phone calls promptly so that I am not considered hard to reach and I am considered reliable.
- ❁ I will answer correspondence, e-mail, and faxes in a reasonable turn around time and not allow communications to pile up or go unanswered.
- ❁ I will send a thank you note or telephone my thanks promptly in order that the persons who extended themselves for me, realize my appreciation.
- ❁ I will show my respect for the other person or organization by arriving at an appointment on time or telephoning if I will be more than ten minutes late.
- ❁ I will respect other's space by restricting my cell phone usage when I am in a public place and speak in a quiet voice away from other people.
- ❁ I will keep my promises and my word even if I issued a casual invitation or offered assistance and later found it to be inconvenient.
- ❁ I will pay the sick-room visit or attend the funeral service even when the timing is inconvenient.
- ❁ I will not gossip or slander someone's reputation.
- ❁ I will keep all confidences.
- ❁ I will respect other person's property including that of the organization I work for.
- ❁ I will honor other person's relationships and be inclusive, but not flirtatious.
- ❁ I will repay debts, even small ones, on time.
- ❁ I will go the extra mile for a friend, my boss, and my organization.
- ❁ I will, after discussion about a problem, refrain from complaining within and without the organization while employed there and taking a paycheck.
- ❁ I will stand for an ideal even when opinion has turned against me and I will not succumb to "group think" when I know it is wrong.
- ❁ I will co-operate with my co-workers and employer and be a part of a team effort.
- ❁ I will treat everyone well and I will not discriminate against someone because of age, sexual orientation, race, or religion – nor will I joke about characteristics of any of these diversities.
- ❁ I will take the time to thank the individual who gives me a business opportunity.
- ❁ I will go beyond my personally demanding schedule to help with a community project.
- ❁ It is the rare woman who would possess all of these characteristics all of the time, however, a code of ethics gives us guidelines and ideals of behavior to strive for at home and in the workplace.

I am delighted that some of you have let us know what you enjoy reading about in our Newsletter. Please continue to tell us what is most helpful to you.

Don't forget our Resource and Referral Center at toll free: (877) 426-9284 or (573) 751-0810. We are here to find those difficult answers for women and families in data, statistics, trends, and state, federal, and community agencies. If we don't have the answer you need, we'll try to refer you to someone who does!

With friendship,

Gale Kessler, Executive Director

Ready for Distribution . . .

Wage Gap Fact Sheet

The updated Wage Gap Fact Sheet provides Missouri women with the opportunity to see how their wages compare to their male counterparts. The Fact Sheet contains various statistics regarding the status of women's wages nationally and within the state of Missouri.

Award of Distinction Nomination Form

Nominations for the Award of Distinction are now being accepted. This coveted award is designed to honor outstanding women in the State of Missouri who go above and beyond the ordinary to improve the lives of other Missouri women.

Rose Kemp Public Service Award Nomination Form

Nominations for the Rose Kemp Public Service Award are now being accepted. This award is designed to recognize a Missouri woman who has served in the public arena and contributed to the advancement of the status of women.

Business Resource Directory

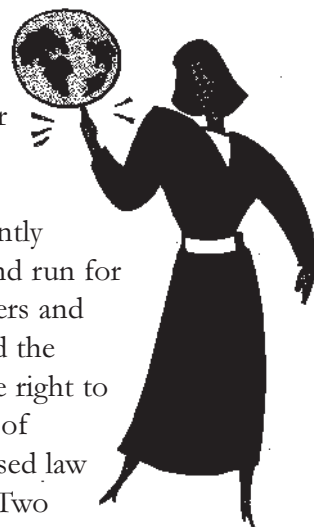
The updated and expanded Business Resource Directory serves as an essential resource for Missouri's working women. It contains various listings such as women's business organizations, educational institutions, and government agencies serving women in the business arena.

Download
copies of publications
on our website:
www.womenscouncil.org

For a copy of this and all publications please contact the Missouri Women's Council toll-free in Missouri at 1-877-426-9284.

Our Global Sisters

- The Egyptian Parliament recently passed a law broadly expanding women's right to divorce their husbands but dropped an article that would have given wives the right to travel abroad without their husband's consent.
- Kuwaiti women were recently denied the right to vote and run for office. Forty-nine lawmakers and Cabinet ministers attended the session. Ministers have the right to vote in Parliament and all of them voted for the proposed law to deny women the vote. Two Parliament members abstained.
- The recent appointment of former High Court Judge Dame Silvia Cartwright as Governor General of New Zealand marks a significant victory for women as all of the country's top constitutional posts are now held by females. Dame Cartwright has previously broken barriers for women serving as the first woman Chief Judge of New Zealand's District courts and the country's first female High Court Judge. In 1893, New Zealand became the first country to give women the vote.
- In Japanese culture and work environment, where business meetings often begin after 6:00 p.m., where working unpaid overtime is routine and expected, and where employee transfers to different cities are frequent, force many Japanese working women to prioritize their jobs over bearing and raising children. The country's birthrate fell to a record low of 1.34 babies per woman in 1999. In an effort to boost the birthrate, the Japanese government is offering incentives including subsidies for women raising children and extended paid leave for new parents. A few companies and government agencies are slowly beginning to accommodate working women's needs, but a large-scale shift in the Japanese business approach to working women has not yet been realized.



FEDERAL AND STATEWIDE CANDIDATE LISTS

Candidates are listed in alphabetical order.

U.S. President and Vice President

LIB Harry Browne, Art Olivier
REF Pat Buchanan, Ezola Foster
REP George W. Bush, Dick Cheney
DEM Al Gore, Joe Lieberman
NAT John Hagelin, Mike Tompkins
GRE Ralph Nader, Winona LaDuke
CST Howard Phillips V.P.

U.S. Senator

REP Ashcroft, John - Willard
DEM Carnahan, Mel - Rolla
NAT Dockins, Charles - St. Charles
REF Foley, Hugh - St. Louis
LIB Stauffer, Grant Samuel - Kansas City
GRE Taylor, Evaline - Kansas City

Governor

DEM Holden, Bob - Jefferson City
REF Kline, Richard Allen - Gipsy
GRE Reed, Lavoy (Zaki Baruti) - St. Louis
IND Rice, Larry - New Bloomfield
CST Smith, Richard L. - Mansfield
LIB Swenson, John M. - Kirbyville
REP Talent, Jim - Chesterfield

Lieutenant Governor

REP Bailey, Wendell - Willow Springs
NAT Griffard, Patricia A. - St. Louis
LIB Horras, Phillip W. - Springfield
GRE Kjelshus, Ben - Urich
DEM Maxwell, Joe - Mexico
REF Weber, George D. - Eureka
CST Wells, Bob - Clarksville

Secretary of State

REP Blunt, Matt - Fair Grove
NAT Benge, Lois - Kansas City
GRE Elias, Paula - Columbia
DEM Gaw, Steve - Moberly
CST Ivanovich, Donna L. - St. Louis
REF Pankey, Marvalene - El Dorado Springs
LIB Southard, Jane Spence - St. Louis

State Treasurer

NAT Carter, Marvin - St. Louis
CST Culligan, Kerry - Manchester
DEM Farmer, Nancy - St. Louis
REF Frank Terrence D. (Terry) - St. Louis
REP Graves, Todd - Ridgely
LIB Trembley, Arnold J. - Creve Coeur
GRE Vanlandingham, Ray - Springfield

Attorney General

REP Jones, Sam - Mt. Vernon
LIB Moore, Mitch - Columbia
DEM Nixon, Jeremiah W. (Jay) - Jefferson City

<i>CST</i>	-	<i>Constitution Party</i>
<i>DEM</i>	-	<i>Democratic Party</i>
<i>GRE</i>	-	<i>Green Party</i>
<i>LIB</i>	-	<i>Libertarian Party</i>
<i>NAT</i>	-	<i>Natural Law Party</i>
<i>REF</i>	-	<i>Reform Party</i>
<i>REP</i>	-	<i>Republican Party</i>

CAST YOUR VOTE
Tuesday,
November 7, 2000

*According to Voter News Service in the
1992 and 1994 general elections,
Missouri women accounted for more than
half of Missouri's voting population.*

4th Annual Governor's Economic Summit for Working Women

WE WANT EVERYWOMAN!!

*Mark your calendars for the one women's conference
you cannot \$\$afford\$\$ to miss!*

You asked for it:

2 Day Event With More In-depth Sessions

Multiple Networking Opportunities

Informative Breakout Sessions on:

Business Development/Expansion

Personal and Business Financial Management

Information Technology – The Latest Trends in a
Rapidly Changing Environment

Keynote Address and Luncheon

Lost Cost/High Quality Opportunity

Over 40 Exhibitors Representing Women's Interests

WHO:

Working Women

Sponsors

Exhibitors

WHEN:

April 25-26, 2001

WHERE:

Holiday Inn Executive Center

Columbia, MO

Things You Can Do and Learn on U.S. Government Web Sites



1 Get tips on choosing a health plan, a doctor, a course of treatment, or a long-term care facility from the Department of Health and Human Service's Healthfinder service (www.healthfinder.gov). Healthfinder also provides information on the latest health research, different illnesses, and a host of medical resources designed to help families stay healthy.

2 Teachers, parents, and students can access lessons and educational materials on any topic at the Department of Education's new Gateway to Educational Materials (www.thegateway.org). The Gateway makes finding materials on the Internet easy by connecting users to over websites.

3 Start your own business with help from the Small Business Administration (www.sba.gov) which offers everything from loans to outreach initiatives for women and minority-owned businesses. The site also provides e-mail counseling and mentoring online educational courses and a database of federal, state and private contracts available to small firms.

4 Protect yourself and your children from environmental hazards by finding out about drinking water quality, toxic air releases, and hazardous waste in your neighborhood by signing on to the Environmental Protection Agency's (www.epa.gov) enviromapper site. You can find out about water discharge permits and Superfund sites.

5 Find your dream job through America's Job Bank (www.ajb.dni.us) on the Department of Labor's web page. America's Job Bank features on-line resumes posted by more than 1.3 million job seekers and job listing by nearly 1.4 million employers.

6 Is it possible that you or someone you know may be owed pension benefits without knowing it? The Pension Benefit Guaranty Corporation (www.pbgc.gov) reunites people with missing pensions and features an online Pension Search Directory that allows you to find benefits that may be owed to you.

7 Learn how to get health insurance for your children through the Children's Health Insurance Program (www.insurekidsnow.gov). CHIP's web page offers state-specific information on who is eligible and how to enroll to make children grow up healthy.

8 Begin planning for retirement by computing your estimated Social Security benefits online at the Social Security Administration (www.ssa.gov). SSA's home page also provides information on obtaining a Social Security number as well as information for employers on reporting earnings.

9 Agencies from across the Federal government join forces to provide Federal Resources for Academic Excellence (www.ed.gov/free) which makes hundreds of education resources available on the web for teachers, students or parents. Subjects range from architectural tour of the National Gallery of Art's East Building to a mutual fund cost calculator from Securities and Exchange Commission.

10 Buy your first home with help from the Department of Housing and Urban Development (www.hud.gov). HUD's web page provides a comprehensive homebuyer's kit complete with searchable databases of HUD homes for sale, condominiums and developments approved for FHA financing and HUD approved lenders.

11 Eliminate hassle and find needed forms on the web: financing a college education with financial aid forms available from the Department of Education (www.ed.gov); find tax forms (and have your tax questions answered) by the Treasury Department (www.treas.gov); or online housing discrimination forms from the Department of Housing and Urban Development (www.hud.gov).

12 Learn food safety and handling tips, proper cooking temperature for food and how to test to see if your kitchen is safe from foodborne illness from the Department of Agriculture (www.foodsafety.gov).

13 Find a fuel-efficient car with help from the Department of Energy (www.doe.gov).

14 Kids, parents and coaches can get tips from the US Women's Soccer Team (and other experts) on good reasons not to smoke – like not being able to run down the soccer field – on the Smoke Free Kids website (www.smokefree.gov).

15 Curious about online trading? Learn how to invest wisely and avoid fraud on the Internet from the Securities and Exchange Commission (www.sec.gov).

16 Plan your trip abroad, download a passport application, get travel tips and find out where it's unsafe to travel from the State Department (www.state.gov). The State Department also provides country specific YK information.

17 Find help after a natural disaster from the Federal Emergency Management Agency (www.fema.gov). FEMA's website provides information on where to find temporary shelters, crisis counseling, or legal counseling. FEMA also provides help in applying for assistance for help in rebuilding your home.

18 Find the Veterans' Medical Center nearest you and find out what benefits you may qualify for with help from the Department of Veterans' Affairs (www.va.gov).

19 Learn about your Medicare benefits, get information about nursing homes in your area, or report suspected medicare fraud through the Health Care Financing Administration's (www.hcfa.gov/medicare) web page. HCFA also provides an online version of the Medicare and You handbook.

20 Learn how you can pay back student loans and volunteer in your community through the Corporation for National Service (www.cns.gov).

The following websites are linked to www.womenscouncil.org

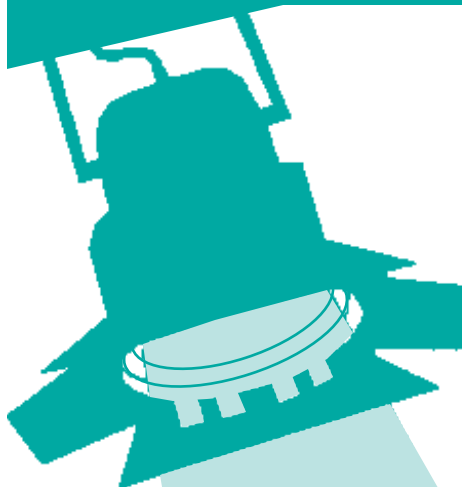
www.healthfinder.org

www.ajb.org

www.ssa.gov

In addition to several sites dealing with other women related issues.

Spotlight on State Sponsored Programs



Missouri Student Financial Aid Programs

The Missouri Women's Council's Resource and Referral center receives a number of questions regarding the financing of higher education in Missouri. Missouri provides a variety of financial aid programs for both students and parents. MOSTARS (Missouri Student Assistance Resource Services), the student financial assistance division of the Missouri Department of Higher Education, administers the following state and federal programs.

Charles Gallagher Student Financial Assistance Program

Need based grants for full-time undergraduate students

Bright Flight Scholarship Program

Based on ACT/SAT scores for full-time undergraduate students

Marguerite Ross Barnett Memorial Scholarship Program

Need based program for part-time undergraduate students

Missouri College Guarantee Program

Need and merit based for full-time undergraduate students

Advantage Missouri Program

Loan/loan forgiveness program, requires student to be entering a designated high-demand field and to work in Missouri upon graduation

Midwest Student Exchange Program

Designated degree program where students get a reduced tuition rate to participating Midwest schools.

Federal Family Education Loan Program

Variety of loan programs involving both the state and the federal government

Missouri Saving for Tuition Program

State tax exempt education expense saving program

In addition to these highlighted programs, many state agencies in Missouri offer specialized scholarship, grant, and loan programs. For further information about these State sponsored programs contact MOSTARS information center at 1-800-473-6757, or our website at www.mocbhr.gov, or your financial aid administrator to see if the school has additional financial aid available.

2000 Legislative Update

The following list of bills were signed into law by Governor Carnahan during the summer months. The full bill text is available for these new laws on the State Government Website: www.state.mo.us.

Governor Carnahan vetoed a small number of bills. Watch the State website to see how the General Assembly reacted to these veto's during their veto session which began September 13, 2000.

HB 1077	Repeals peripheral zoning for certain cities	Rep. Randall Relford Sen. Jim Mathewson	6/27/00
HB 1082	Allows federal government to acquire land by eminent domain in this state for reforestation, recreational or agricultural purposes	Rep. Wayne Crump Sen. Doyle Childers	7/13/00
HB 1085	Exempts facilities and day programs accredited by the Council of Accreditation from DMH licensing requirements	Rep. Harold Selby Sen. Steve Stoll	6/27/00
HB 1097	Revises the law on trespassing	Rep. Craig Hosmer Sen. Harold Caskey	6/27/00
HB 1101	Appropriations – Public Debt	Rep. Dick Franklin Sen. Wayne Goode	6/28/00
HB 1102	Appropriations – DESE	Rep. Dick Franklin Sen. Wayne Goode	6/28/00
HB 1103*	Appropriations – Higher Ed (Line item veto in budget bill)	Rep. Dick Franklin Sen. Wayne Goode	6/28/00
SB 540	Creates the State Fair Fund	Sen. Jim Mathewson Rep. Gary Wiggins	6/27/00
SB 542	Changes the compensation of certain county public administrators to either fees or a salary	Sen. Jim Mathewson Rep. Thomas Hoppe	6/27/00
SB 557	Authorizes a 6th commissioner for certain municipal housing authorities to meet certain federal guidelines	Sen. Walt Mueller Rep. Phil Smith	6/27/00
SB 573	EC Francis Howell School district repayment of state aid overpayment	Sen. Ted House	5/30/00
SB 577	Establishes a program for dry cleaning solvent management and raises fees for the generation and disposal of hazardous waste	Sen. Joe Maxwell Rep. Bill Randall	6/27/00
SB 719	Changes the Kansas and Missouri Metropolitan Culture District to allow funding of sports activities and facilities	Sen. Harry Wiggins Rep. Thomas Hoppe	6/15/00

New Research Planner

The Missouri Women's Council is proud to announce a new addition to our staff family. Valerie Norman hails from Republic, Missouri. She will be in charge of our Research and Referral Center, and will help steer our major projects such as our Governor's Annual Working Woman's Summit on April 25th and 26th.

Valerie was formerly with the State of Illinois Department of Revenue and recently completed her Master's Degree in Public Administration. She enjoys volleyball and the outdoors and brings her natural zest for life to all her endeavors.

Please join our staff in welcoming Valerie and note that she is the cheerful voice on the other end of the phone when you have a Research or Referral question.

Western Missouri Women's Business Center Opens

The Western Missouri Women's Business Center located in Kansas City opened its doors on September 5, 2000 in partnership with The Center for Business Innovation and First Step Fund. The goal of the center is to serve primarily low to moderate income women and women who are socially and economically disadvantaged. The Center, partially funded by the U.S. Small Business Administration's Office of Women's Business Ownership, provides women the opportunity to receive enhanced entrepreneurial assistance and support. Currently, the Center is offering seminars on accessing capital and developing realistic cash flow projections. Computer training sessions as well as e-commerce training sessions are also available. For more information or to make an appointment with the Center's staff, call (816) 561-8567.

Attention:

Minority and Women Business Owners (MBE's/WBE's)

In order to gain a state contract and provide specific commodities and/or services to the State of Missouri and to be recognized as an MBE/WBE, your firm must be state certified as an MBE/WBE.

The basic requirement for MBE/WBE certification is that the business be at least 51 percent owned and controlled by minorities or women.

To learn more about certification and contracts in the State of Missouri, please contact:

MBE/WBE Purchasing Program

301 W. High, P.O. Box 809,

Jefferson City, MO 65102-0809

Phone: 573/526-1529 or 800-592-6019

E-mail weeklp@mail.oa.state.mo.us Website www.oa.state.mo.us/purch

Exercising the Right to Vote

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important this responsibility is and how precious it would seem should it ever be denied us.

There is a special set of questions each woman should ask herself before selecting the candidate for office she will vote for. Some of these questions are simpler to answer than others but nevertheless influence whether or not we are exercising this important freedom:

- ☒ Am I voting for this candidate because that's the way my parents voted or our family has always voted?
- ☒ Am I voting for this candidate just because my husband or partner is voting for him/her?
- ☒ Have I truly examined all sides of the issues?
- ☒ Am I voting for this candidate because I like his or her looks or because he or she is charismatic?
- ☒ Have I truly examined the performance and record of this candidate in his/her past job or government positions? Have I compared this record with what could have been done?
- ☒ Do I recognize that media influence distorts in the following ways: TV and radio news directors often play to obtain the most viewers to gain higher ratings and more advertising revenue, producers and newspaper editors can slant layout and wording to promote their own political views; and that media can slant its political presentations according to what an individual producer, writer, or board member believes?
- ☒ Do I subscribe to, buy, or go to the library to read several different news magazines, newspapers from different geographic locations, and books that show differing political views?
- ☒ Have I made an attempt to understand the history of critical issues?
- ☒ Do I recognize that I do not live in my own community, but that how I vote also affects the inner-city child, the small town and large city, jobless, our national interests abroad, and many other issues?
- ☒ Do I understand that candidates face multi-interest groups and pressures once elected and do I continue to let them know my opinion on their efforts?
- ☒ Do I recognize that certain political candidates hide their political agenda by ignoring pertinent questions, and masking their true goals for election, but that the way they vote on critical issues will have a long range affect on my life?
- ☒ Do I realize that my lone vote is very important in principle if not in numbers?
- ☒ Do I vote?

The Missouri Women's Council

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Jefferson City, MO 65102

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Fax: (573)751-8835

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Council Members

Toni Messina, Chair, Columbia

Jane Klieve, Vice-Chair, St. Louis

Linda Arnold, Columbia

Phyllis Baker, Poplar Bluff

The Honorable Mary Bland, Kansas City

The Honorable Marsha Campbell, Kansas City

Susan Else, Independence

Terri Gray, Columbia

Audrey Jones, St. Louis

Carolyn Landry, St. Charles

Jackie McKinsey, Springfield

Denise Osment, Osage Beach

The Honorable Cindy Ostmann, St. Peters

The Honorable Betty Sims, St. Louis

Susan Solovic, St. Louis City

Staff

Gale Kessler, Executive Director

Valerie Norman, Research/Planner, Editor

*Missouri's prosperity grows
as women become
stronger economic, civic
and family leaders.*

Women's Council Resources:

Quarterly Newsletter

Business Resource Directory Update

Fact sheets on: Women & Retirement,

Women in Public Life, Women-Owned

Businesses, The Wage Gap, Domestic

Violence, Missouri One-Stop Career

Centers, Information Technology

Useful Hotline Numbers Wallet Card

*These resources may be ordered by contacting the
Missouri Women's Council office.*

Missouri and Breast Cancer Awareness

Missouri participates in the Breast and Cervical Cancer Control Project (BCCCP) as a result of the Breast and Cervical Cancer Mortality Prevention Act passed by Congress in 1990. Missouri health care providers, voluntary agencies, and

dedicated volunteers, as well as Missouri Department of Health and local health department staff, are "Keeping Women Healthy" through the efforts of this program. Early detection means early treatment options and much improved chances for recovery from breast and cervical cancer. This project provides free mammograms, free clinical breast exams, free pelvic exams, and free pap tests. To find out more information contact the Breast and Cervical Cancer Control Project at (573) 522-2845.

YOU May Qualify If . . .

- ◆ You live in Missouri
- ◆ You meet age requirements
- ◆ Your family meets the income guidelines

Friends of the Missouri Women's Council

Become a friend of the Missouri Women's Council and help continue the journey toward economic opportunity, family stability, and civic progress for the women of Missouri. Support can come at many different levels.

- ★ Donor (\$50)
- ★ Small Business (\$100)
- ★ Corporate (\$500)
- ★ Bronze (\$1,000)
- ★ Silver (\$1,500 - \$5,000)
- ★ Platinum (\$10,000)
- ★ Senior (\$20)
- ★ Student (\$15)

All donations go to help the Missouri Women's Council ensure Missouri prosperity grows as women become stronger economic, civic, and family leaders. To become a Friend of the Missouri Women's Council contact the Missouri Women's Council.



Missouri Women's Council
P.O. Box 1684
Jefferson City, MO 65102

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